

House File 2279

H-8017

1 Amend the amendment, H-8008, to House File 2279, as follows:

2 1. Page 1, after line 3 by inserting:

3 <DIVISION I
4 ECONOMIC DEVELOPMENT LEGISLATIVE FINDINGS>

5 2. Page 2, after line 3 by inserting:

6 <DIVISION ____
7 MINIMUM WAGE

8 Sec. ____ . Section 91D.1, subsection 1, Code 2022, is amended
9 to read as follows:

10 1. *a.* (1) The state hourly wage shall be at least ~~\$6.20 as~~
11 ~~of April 1, 2007, and \$7.25 as of January 1, 2008~~ \$8.20 as of
12 July 1, 2022, \$9.15 as of July 1, 2023, \$10.10 as of January 1,
13 2024, \$11.05 as of July 1, 2024, \$12.00 as of January 1, 2025,
14 \$12.95 as of July 1, 2025, \$13.90 as of January 1, 2026, and
15 \$15.00 as of July 1, 2026.

16 (2) The state hourly wage, including the state hourly wage
17 for the first ninety calendar days of employment provided in
18 paragraph "d", shall be increased annually on July 1, beginning
19 July 1, 2027, by the same percentage as the cost-of-living
20 increase in federal social security benefits authorized during
21 the previous state fiscal year by the federal social security
22 administration pursuant to section 215 of the federal Social
23 Security Act, 42 U.S.C. §415.

24 *b.* Every employer, as defined in the federal Fair Labor
25 Standards Act of 1938, as amended to ~~January 1, 2007~~ July 1,
26 2022, shall pay to each of the employer's employees, as defined
27 in the federal Fair Labor Standards Act of 1938, as amended to
28 ~~January 1, 2007~~ July 1, 2022, the state hourly wage stated in
29 paragraph "a", or the current federal minimum wage, pursuant to
30 29 U.S.C. §206, as amended, whichever is greater.

31 *c.* For purposes of determining whether an employee of a
32 restaurant, hotel, motel, inn, or cabin, who customarily and
33 regularly receives more than ~~thirty~~ one hundred dollars a month
34 in tips is receiving the minimum hourly wage rate prescribed
35 by this section, the amount paid the employee by the employer

1 shall be deemed to be increased on account of the tips by an
2 amount determined by the employer, not to exceed forty percent
3 of the applicable minimum wage. An employee may file a written
4 appeal with the labor commissioner if the amount of tips
5 received by the employee is less than the amount determined by
6 the employer under this subsection.

7 *d.* An employer is not required to pay an employee the
8 applicable state hourly wage provided in paragraph "a" until the
9 employee has completed ninety calendar days of employment with
10 the employer. An employee who has completed ninety calendar
11 days of employment with the employer ~~prior to April 1, 2007, or~~
12 ~~January 1, 2008,~~ shall earn the applicable state hourly minimum
13 wage as of ~~that~~ the date of completion. An employer shall
14 pay an employee who has not completed ninety calendar days of
15 employment with the employer an hourly wage of at least ~~\$5.30~~
16 ~~as of April 1, 2007, and \$6.35 as of January 1, 2008~~ \$7.20 as of
17 July 1, 2022, \$8.05 as of July 1, 2023, \$8.85 as of January 1,
18 2024, \$9.70 as of July 1, 2024, \$10.55 as of January 1, 2025,
19 \$11.40 as of July 1, 2025, \$12.25 as of January 1, 2026, and
20 \$13.20 as of July 1, 2026.

21 *e.* A county or city may establish a minimum wage that
22 exceeds the state hourly wage and the federal minimum wage.>

23 3. Page 2, by striking lines 5 and 6 and inserting <Act
24 relating to economic development including legislative findings
25 and the state minimum wage.>

26 4. By renumbering as necessary.

HUNTER of Polk